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ABSTRACT

The status of women faculty at West Chester State College, Pennsylvania in 1979-1980 was examined. The data permit longitudinal comparisons concerning: the distribution of full-time professional staff by rank, division, and sex as related to the national percentages; the number of student majors and degrees conferred by faculty, school, department, and sex; and full-time equivalent teaching faculty. The West Chester State College female faculty exceeded the female national norms for each rank. Female faculty are found in greater numbers on the Faculty of Professional Studies and are noticeably absent in all subdivisions of the Faculty of Arts and Sciences and at certain ranks in the Schools of Administration and Public Affairs, Education, Health Sciences, and Music. The male faculty have a greater number of doctorates (52.27 percent) than does the female faculty (32.92 percent). The unequal distribution of women faculty at the college does not always match the available number of women with doctorates in a particular field, and the proportion of female faculty within each department is less than the proportion of female undergraduate majors in all departments except one, nursing. In addition, while 28.6 percent of the faculty is female, only 17.75 percent of the graduate full-time equivalent teaching faculty is female. A review of research examines the national distribution of faculty by rank, sex, and institutional type, and the availability of women with the doctorate. Recommendations include the following: hiring patterns should be examined to corroborate that affirmative action guidelines are being followed, and the campus environment should be studied to determine if it is supportive of women students. Sex distribution data on faculty and students by department are appended, along with a bibliography. (SW)

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The purpose of this report is to establish an information base on full-time professional staff at West Chester State College. The data will permit longitudinal comparisons to be made about: (1) the distribution of full-time professional staff by rank, division, and sex as related to the national percentages; (2) the number of student majors and degrees conferred by faculty, school, department, and sex as related to the national percentages; and (3) full-time equivalent teaching faculty by faculty, school, department, and sex.

REVIEW OF RESEARCH

The review examines selected factors related to the status of women faculty in institutions of higher education. It examines the national distribution of faculty by rank, sex, and institutional type. Numerous studies have shown that women faculty, even though they make up about a quarter of all faculty nationally, are found in greater numbers at colleges rather than universities, in less prestigious than elite universities, within certain disciplines, and at the lower professorial ranks. The availability of women with the doctorate is surveyed. Both sexes have had high growth rates in the number of doctorates awarded in the 1960's, but the growth rate for males peaked in 1972 whereas the growth rate for women has continued to increase every year. There are distinct sex differences in the distribution of doctorates among disciplines at the national level. Women are concentrated in the Social Sciences and Education to a greater extent than men. Men are predominant in the Physical Sciences as compared to women. Lastly, the importance of older women serving as role models for younger women is discussed. Within the academic community, college counselors and faculty have the ability to further students' education and career development. Only a small number of college students seek counselors while faculty members are in continued and frequent contact with students. Studies have reported the significance of faculty in students' lives. In the case of women students, the role of an older woman model is crucial. Furthermore, faculty members tend to identify more closely with and support the aspirations of their own sex. Since women faculty are generally in such short supply and limited to certain fields, a high percentage of women students have contact with fewer role models and may be denied the demand and challenge often not experienced with male professors. This "climate of unexpectation" seriously limits the abilities of women to achieve to their fullest potential and to make their full contribution to society.

PROCEDURE

The Faculty Data Base for the Spring Semester, 1980, was examined to determine: (a) faculty complement by department and sex, (b) full-time equivalent teaching faculty by department and sex, and (c) full-time professional staff by rank, division, highest degree earned, and sex. The Student Data Base for the Fall Semester, 1980, and degrees conferred between July 1, 1979, and June 30, 1980, were examined to determine graduate and undergraduate student majors and degrees conferred by sex. Similar data were gathered for comparable groups nationally. Comparisons were then made between the number and percent of female and male faculty at West Chester State College and at the national level. Additional comparisons were made among full-time equivalent teaching faculty, undergraduate and graduate majors, and degrees conferred.

FINDINGS

1. The percent of total West Chester State College female faculty exceed the female national norms for each rank. Although consistent with national data, West Chester State College female faculty are disproportionately overrepresented at the lower professorial ranks and disproportionately underrepresented in the higher professorial ranks.
2. West Chester State College female faculty are not distributed uniformly within College divisions. They are found in greater numbers in the Faculty of Professional Studies, specifically the School of Health Sciences, and in the Service Category; however, the majority are at the lower ranks. Female faculty are noticeably absent in all subdivisions of the Faculty of Arts and Sciences and at certain ranks in the Schools of Administration and Public Affairs, Education, Health Sciences, and Music.
3. The percentage of the West Chester State College faculty who have the doctorate is 50.32%. Male faculty have a greater number of doctorates (52.27%) than female faculty (32.92%). A disproportionate number of male faculty without the doctorate are at the Associate Professor rank when compared to the number of women faculty without the doctorate at that rank.
4. The unequal distribution of women faculty at West Chester State College does not always match the available number of women with doctorates in a particular field. The number of female doctorate recipients continues to be high, for example, in Education, Languages and Literature, and Psychology; however, these departments are predominantly male at West Chester State College.
5. The proportion of female faculty within each department is less than the proportion of female undergraduate majors at West Chester State College in all departments except one, Nursing.

The proportion of female faculty within each department is less than the proportion of female graduate majors at the College in all departments except Criminal Justice, Government and Planning, Music History and Literature, and Music Theory and Composition.

6. The number of female faculty role models is very limited for female students who comprise the majority of the undergraduate and graduate student body.
7. Female undergraduate students are dissatisfied with some of the College's programs and services (Office of Institutional Research, "ACT Survey of Student Attitudes," West Chester State College, Spring, 1980). Among the areas of dissatisfaction among female students are Advisement Center and Counseling Center services, academic advising, attitude of faculty, student health services, and personal security and safety on campus.
8. While 28.60% of the faculty is female, only 17.75% of the graduate full-time equivalent teaching faculty is female.

RECOMMENDATIONS

The finding that the percent of total female faculty at West Chester State College exceeds the female national norms for each rank should not make the academic community complacent about the status of female faculty at the College. Their numbers make them a distinct minority in a public institution whose student body has historically been predominantly female. This imbalance between the small number of female faculty, disproportionately represented in the lower professorial ranks, and the high number of female students at the undergraduate and graduate levels is indicative of the need to increase the number of female faculty and to improve their status at the College.

1. Factors should be identified that have contributed to the disproportionate distribution of women faculty in the lower professorial ranks. The academic community should then initiate action to ensure that women faculty are fairly represented at all professorial ranks.
2. Hiring patterns and procedures should be examined to corroborate that Affirmative Action Guidelines are being followed. This examination should address hiring practices and procedures when discrepancies exist within local divisions and respective national norms.
3. The high percentage of women faculty who do not have the doctorate should be investigated. Future hirings of women faculty should be of women who have the doctorate or who are far enough along in their studies that they can earn the terminal degree in the five-year probation period.

4. Search committees for professional staff positions should provide a pool of women applicants for each position. Future hirings, especially in the departments or subdivisions where there are no women faculty or a small number of women faculty, should give preference to women candidates if men and women candidates are equally qualified.
5. The full-time equivalent teaching faculty should be calculated by sex for each faculty to ascertain if the sex differences at the graduate level are a phenomenon unique to the Spring Semester, 1980, or are common practices. If the sex differences are found to exist in succeeding semesters, then an in-depth study should be made to determine why it is happening and steps taken to ensure that women faculty have an opportunity to teach graduate courses in proportion to their numbers on the faculty and in a particular department.
6. The campus environment should be studied to determine if it is supportive of women students.
7. The rapidly changing status of women in American life necessitates a new consciousness among female and male faculty alike because they are working with students at an impressionable time in their lives. Faculty members must realize their impact on students and the significance of women faculty as role models for women students in particular. Each faculty member must understand the barriers that frequently limit the educational and professional development of women. For only when female and male faculty recognize their feelings, fears, and biases about the "equity of women" in academe, can open discussion occur about the specific issues involved. Although the faculty will continue to be predominantly male well into the 21st century, there is no reason why both female and male faculty cannot work together to enhance the educational and professional development of women students.

TABLE 1A

SPRING, 1980, PERCENT OF WEST CHESTER STATE COLLEGE FULL-TIME PROFESSIONAL STAFF
AND 1979-80 NATIONAL NORMS FOR FULL-TIME INSTRUCTIONAL FACULTY
ON NINE-MONTH CONTRACTS BY RANK WITHIN SEX

Rank	<u>Female</u>		<u>Male</u>		<u>Female and Male</u>	
	West Chester State College (N=135)	National (N=26,276)	West Chester State College (N=337)	National (N=75,952)	West Chester State College (N=472)	National (N=102,228)
Professor	16.30%	13.11%	35.31%	33.23%	29.87%	28.06%
Associate Professor	34.81%	23.10%	43.92%	32.77%	41.31%	30.28%
Assistant Professor	34.81%	40.34%	17.88%	26.39%	22.72%	29.98%
Instructor/Lecturer/ No Academic Rank	14.08%	23.45%	2.89%	7.61%	6.10%	11.68%
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West Chester State College Data Source: Spring, 1980, Faculty Complement List

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TABLE 5A
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	<u>West Chester State College</u>				<u>National</u>	
	Female	Male	Total	Female	Male	Total
<u>Undergraduate</u>						
Majors	59.57%	40.43%	100.00%	51.68%	48.32%	100.00%
Degrees Conferred	58.41%	41.59%	100.00%	51.68%	48.32%	100.00%
FTE	27.42%	72.58%	100.00%	NOT AVAILABLE		
<u>Graduate</u>						
Majors	61.52%	38.48%	100.00%	56.20%	43.80%	100.00%
Degrees Conferred	67.78%	32.22%	100.00%	56.45%	43.55%	100.00%
FTE	17.75%	82.25%	100.00%	NOT AVAILABLE		
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FOREWORD

This is the first in a series of periodic reports that will be prepared by the Institute for Women at West Chester State College. In time, the reports will examine the status of women faculty at the College from 1871 to the present. However, the initial reports in the series will analyze data gathered about the status of women faculty in 1979-1980. The reports will examine the distribution of women faculty; the proportion of women faculty in governance; the extent to which women faculty have received academic rewards such as sabbatical and educational leaves, promotions, distinguished teaching awards, and research time; and the percentage of newly hired faculty that are women.

These reports are the first by any group or individual on campus to address the issue of women faculty's equitable representation and participation in the academic community. These 1979-1980 data will serve as a basis for determining the extent to which women faculty will gain equity in the future. Reports prior to the 1979-1980 cohort will identify the extent to which women faculty were present and involved in the affairs of the College. Information about the status of women faculty in the past will enable the academic community to better understand the present status of women faculty.

Much of the value of this report is properly attributable to a number of individuals who have given generously of their time, energies, and knowledge. The author wishes to express her indebtedness to the Office of Management Information Systems for its cooperation in making this investigation possible. Especially, the author wishes to mention: Thomas Egan, Director, and Criss Mattison for their cooperation and support. I want to thank Terri Dero for her skill, resourcefulness, and patience as a typist.

The author also acknowledges her indebtedness to Sandi Cummings, Graduate Assistant, Instructional Media, for her assistance in designing the logo for the Institute for Women and the format of the report. For their continued encouragement and support, I am grateful to: Lon W. Weber, Dean, Graduate and Continuing Studies; Jane B. Swan, Professor of History and former Director, Women's Center; Joseph C. Hall, Professor of Reading; and Margaret Wade, former Graduate Assistant, Reading Program.

Mary A. Keetz, Director
Institute for Women
September 21, 1981

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I. PURPOSE

The purpose of this report is to establish an information base on full-time professional staff at West Chester State College. The information base will permit longitudinal comparisons to be made about: (1) the distribution of full-time professional staff by rank, division, and sex as related to the national percentages; (2) the number of student majors and degrees conferred by faculty, school, department, and sex as related to the national percentages; and (3) full-time equivalent teaching faculty by faculty, school, department, and sex. These comparisons will indicate the extent to which the distribution of women faculty has increased or decreased over a period of time and is representative of women faculty at the national level as well as of the number of majors and degrees conferred by sex at the College.

II. REVIEW OF RESEARCH

The review examines selected factors related to the status of women faculty in institutions of higher education. It includes those areas deemed necessary to the report's goal of examining at West Chester State College the relationship between full-time professional staff and: (1) student majors, (2) degrees conferred, and (3) full-time equivalent teaching faculty. The first part of the review considers the national distribution of faculty by rank, sex, and institutional type. The second part deals specifically with the availability of women with the doctorate by discipline. The third part discusses the importance of older women serving as role models for younger women.

A. Distribution of Faculty Nationally by Rank, Sex, and Institutional Type

Numerous studies have shown that women faculty, even though they make up about a quarter of all faculty nationally, are found in greater numbers at colleges rather than universities, in less prestigious than elite universities, within certain disciplines, and at the lower professorial ranks (Centra, 1974; Carnegie Council on Policy Studies in Higher Education, 1975). Aggregate United States 1979-1980 data for full-time instructional faculty is evidence of the continued unequal distribution of women faculty by rank at different types of institutions (Smith, 1980, Table 2.1, p. 17).

B. Availability of Women with the Doctorate by Discipline

The national trend since 1960 shows distinct sex differences in the number of doctorates awarded. Both sexes had high growth rates in the 1960's, with the growth rate for doctorates awarded to women exceeding that for men. The growth rate for males peaked in 1972. On the other hand, the growth rate for women had continued to increase every year so that in 1979 they received 28.6% of the doctorates that were granted (Board of Human Resource Data and Analyses, 1976; Commission on Human Resources, 1980).

There are distinct sex differences in the distribution of doctorates among disciplines at the national level. In 1979, women are concentrated in the Social Sciences and Education (58.34%) to a greater extent than men (38.35%).

Men are predominant in the Physical Sciences, Life Sciences, and Engineering (43.62%) as compared to women (19.61%). While the number of female doctorates has been increasing since 1960, their percentage in a particular discipline ranges from 0.71% in Engineering to a high of 42.06% in Education (Board of Human-Resource Data and Analyses, 1976; Commission on Human Resources, 1980).

C. Importance of Older Women as Role Models for Younger Women

Within the academic community counselors and faculty have the ability to further students' education and career development. Only a small number of college students seek counselors while faculty members are in continued and frequent contact with students. Studies have reported the significance of faculty in students' lives (Tangri, 1972; Weidman, 1979). In the case of women students, the role of an older woman model is crucial (Douvan, 1976; Holmstrom & Holmstrom, 1971; Tidball, 1973).

Furthermore, faculty members tend to identify more closely with and support the aspirations of their own sex (Feldman, 1974; Tidball, 1976). A number of researchers have found that because women faculty are generally in such short supply and limited to certain fields, a high percentage of women students have contact with fewer role models and may be denied the demand and challenge often not experienced with male professors. Thus, women students may be at a disadvantage in the professional socialization process in which faculty-student interaction helps the student acquire a career identity, aspire to a graduate or professional degree, and assume the expected academic and professional behavior. Gatekeepers can structure success for those who they judge will become competent. But it is often impossible for the aspiring woman, who may be unwanted by the predominantly male gatekeepers, to acquire the competence that is learned by being judged by the same rigorous standards as men and having the informal training that is necessary for professional competence (Epstein, 1974; Zinberg, 1974). This "climate of unexpectation," as Dickerson (1974) calls it, seriously limits the abilities of women to achieve to their fullest potential and to make their full contribution to society.

III. PROCEDURE

The faculty data base for the Spring Semester, 1980, was examined to determine: (1) faculty complement by department and sex, (2) full-time equivalent teaching faculty by department and sex, and (3) full-time professional staff by rank, division, and sex. Each full-time professional staff member's highest degree was also gathered. The student data base for the Fall Semester, 1980, and degrees conferred between July 1, 1979, and June 30, 1980, ("Degrees and Other Formal Awards Conferred, July 1, 1979, to June 30, 1980," September, 1980) were examined to determine graduate and undergraduate student majors and degrees conferred by sex. The number and percentage of full-time instructional faculty on nine-month contracts nationally were obtained by sex and rank (Smith, 1980). The national aggregate student enrollment for Fall, 1980, (Pepin, 1981) and degrees conferred between July 1, 1979, and June 30, 1980, (Pepin, 1980) were examined to determine the number and percent of undergraduate and graduate student enrollment and degrees conferred by sex. Comparisons were also made between the number and percent of undergraduate and graduate majors and degrees conferred at West Chester State College and the national aggregate.

Additionally, comparisons were made between the number and percent of female and male faculty to full-time equivalent teaching faculty, undergraduate and graduate majors, and degrees conferred at West Chester State College.

IV. DEFINITIONS

Data is reported on the basis of the following definitions:

- A. Articulated Faculty - Faculty who are for collective bargaining purposes members of a home department and who are teaching courses outside of their home departments.
- B. Degrees Conferred - By department, the number of undergraduate and graduate student degrees conferred between July 1, 1979, and June 30, 1980, as reported in the HEGIS Report, NCES Form 2300-1.1A, "Degrees and Other Formal Awards Conferred, July 1, 1979, to June 30, 1980," September, 1980.
- C. Faculty Complement - Full-time Equivalent Faculty in Unit I, Unit II, or Rank Manager if in an academic department but excluded if in the Service Category as represented in the Spring, 1980, Faculty Complement List.
- D. Faculty of Arts and Sciences: Arts - Consists of the Departments of Anthropology/Sociology, Art, Communication/Theatre, English, Foreign Language, History, Philosophy, and Psychology.
- E. Faculty of Arts and Sciences: Sciences and Mathematical Sciences - Consists of the Departments of Biology, Chemistry, Earth Sciences, Mathematical Sciences, and Physics.
- F. Full-Time Equivalent Teaching Faculty (FTE) - Total number of faculty contract hours assigned to teaching courses offered by a department in the Spring, 1980, divided by twelve. This includes contract hours for articulated faculty, but it does not include non-teaching assignments (other than 1.1. PCS Code) as reported in the Spring, 1980, Faculty Workload Report.
- G. Full-Time Professional Staff - Unit I, Unit II, or Rank Managers who were in an academic home department and paid full-time as represented in the Spring, 1980, Faculty Complement List.
- H. National Norms - All four-year institutions controlled by Federal, State, or local governments not classified as universities. Included are institutions that grant bachelor's or higher degrees based on at least four academic years beyond secondary school. Used by the National Center of Education Statistics since the sixth HEGIS Survey (Higher Education General Information Survey), 1970-1971.
- I. Numbers of Majors - By department, students active on November 11, 1980, as reported in the Student Data Base.

V. FINDINGS

1A. West Chester State College Full-Time Professional Staff by Rank Within Sex

The percent of male full-time professional staff exceeds female full-time professional staff at the Professor and Associate Professor ranks. On the other hand, the percent of female full-time professional staff is greater than the percent of male full-time professional staff at the Assistant Professor and Instructor levels (Table 1A). Appendix Table 1B should be examined carefully to determine the variance among the divisions.

1B. West Chester State College Full-Time Professional Staff Compared to National Norms by Rank Within Sex

The percent of West Chester State College full-time professional staff occupying Professor and Associate Professor ranks are greater than national norms. However, the percent of West Chester State College full-time professional staff at the Assistant Professor and Instructor levels are lower than national norms (Table 1A). These findings are true regardless of sex. For example, a larger percent of female faculty occupy the rank of professor than do female faculty nationally. Appendix 1B should be examined carefully to determine the variance among the divisions.

2A. West Chester State College Full-Time Professional Staff by Sex Within Rank

The total percent of West Chester State College male full-time professional staff by rank exceeds the total percent of female full-time professional staff at West Chester State College at all ranks except the Instructor level (Table 2A). The percent of West Chester State College male full-time professional staff exceed the percent of West Chester State College female staff at thirty-seven other ranks within divisions (Table 2C). On the other hand, the percent of West Chester State College female full-time professional staff exceed the percent of West Chester State College male staff at six ranks within divisions (Table 2D). Appendix Table 2B should be examined carefully to determine the variance among the divisions.

2B. West Chester State College Full-Time Professional Staff Compared to National Norms by Sex Within Rank

While the total percent of West Chester State College female full-time professional staff is higher than the national norm, comparisons among divisions at West Chester State College show the total percent of West Chester State College female faculty within the Faculty of Arts and Sciences is less than the national level. Furthermore, West Chester State College male full-time professional staff exceed the national norms for male staff at fifteen other ranks within divisions (Table 2E). Whereas West Chester State College female full-time professional staff exceed the national norms for female staff at twenty-seven ranks within divisions (Table 2F). Appendix Table 2B should be examined carefully to determine the variance among the divisions.

TABLE 1A

SPRING, 1980, PERCENT OF WEST CHESTER STATE COLLEGE FULL-TIME PROFESSIONAL STAFF
AND 1979-80 NATIONAL NORMS FOR FULL-TIME INSTRUCTIONAL FACULTY
ON NINE-MONTH CONTRACTS BY RANK WITHIN SEX

Rank	<u>Female</u>		<u>Male</u>		<u>Female and Male</u>	
	West Chester State College (N=135)	National (N=26,276)	West Chester State College (N=337)	National (N=75,952)	West Chester State College (N=472)	National (N=102,228)
Professor	16.30%	13.11%	35.31%	33.23%	29.87%	28.06%
Associate Professor	34.81%	23.10%	43.92%	32.77%	41.31%	30.28%
Assistant Professor	34.81%	40.34%	17.88%	26.39%	22.72%	29.98%
Instructor/Lecturer/ No Academic Rank	14.08%	23.45%	2.89%	7.61%	6.10%	11.68%
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

West Chester State College Data Source: Spring, 1980, Faculty Complement List

National Norms Data Source: Carolyn R. Smith. Faculty Salaries, Tenure, and Benefits: 1979-80. Washington, DC: National Center for Education Statistics, 1980. Page 17, Table 2.1, Aggregate United States, 1979-80.

TABLE 2A

SPRING, 1980, WEST CHESTER STATE COLLEGE FULL-TIME PROFESSIONAL STAFF
AND 1979-80 NATIONAL NORMS FOR FULL-TIME INSTRUCTIONAL FACULTY
ON NINE-MONTH CONTRACTS BY SEX WITHIN RANK

Rank	West Chester State College			National		
	Female	Male	Total	Female	Male	Total
Professor	15.60%	84.40%	100.00%	12.01%	87.99%	100.00%
Associate Professor	24.10%	75.90%	100.00%	19.60%	80.40%	100.00%
Assistant Professor	43.82%	56.18%	100.00%	34.59%	65.41%	100.00%
Instructor/Lecturer/ No Academic Rank	66.09%	33.91%	100.00%	51.60%	48.40%	100.00%
TOTAL	28.60%	71.40%	100.00%	25.70%	74.30%	100.00%

West Chester State College Data Source: Spring, 1980, Faculty Complement List
National Norms Data Source : Carolyn R. Smith. Faculty Salaries, Tenure, and Benefits:
1979-80. Washington, DC: National Center for Education
Statistics, 1980. Page 17, Table C-1. Aggregate United
States, 1979-80.

TABLE 2C

SPRING, 1980, SUMMARY OF RANKS WITHIN DIVISIONS IN WHICH THE PERCENT OF
MALE FULL-TIME PROFESSIONAL STAFF EXCEED FEMALE FULL-TIME PROFESSIONAL STAFF

WEST CHESTER STATE COLLEGE

Division	All Ranks Combined	Professor	Associate Professor	Assistant Professor	Instructor
<u>Arts & Sciences</u>					
Arts	X	X	X	X	X
Sciences/Math. Sciences	X	X	X	X	N/A
Total: Arts & Sciences	X	X	X	X	X
<u>Professional Studies</u>					
School of Administration & Public Affairs	X	X	X	X	N/A
School of Education	X	X	X	X	
School of Health Sciences	X	X	X		
School of Music	X	X	X	X	X
Total: Professional Studies	X	X	X	X	
<u>Service</u>	X	X	X		
TOTAL: West Chester State College	X	X	X	X	

West Chester State College Data Source: Summarized from Appendix Table 2B which is based on Spring, 1980,
Faculty Complement List

TABLE 2D

SPRING, 1980, SUMMARY OF RANKS WITHIN DIVISIONS IN WHICH THE PERCENT OF
FEMALE FULL-TIME PROFESSIONAL STAFF EXCEED MALE FULL-TIME PROFESSIONAL STAFF
WEST CHESTER STATE COLLEGE

Division	All Ranks Combined	Professor	Associate Professor	Assistant Professor	Instructor
<u>Arts & Sciences</u>					
Arts					
Sciences/Math. Sciences					N/A
Total: Arts & Sciences					
<u>Professional Studies</u>					
School of Administration & Public Affairs					N/A
School of Education					X
School of Health Sciences				X	X
School of Music					
Total: Professional Studies					X
<u>Service</u>				X	X
TOTAL: West Chester State College					X

West Chester State College Data Source: Summarized from Appendix Table 2B which is based on Spring, 1980,
Faculty Complement List

TABLE 2E
SUMMARY OF RANKS WITHIN DIVISIONS IN WHICH THE PERCENT OF
SPRING, 1980, WEST CHESTER STATE COLLEGE MALE FULL-TIME PROFESSIONAL STAFF
EXCEED 1979-80 NATIONAL NORMS FOR MALE FULL-TIME INSTRUCTIONAL STAFF

Division	All Ranks Combined	Professor	Associate Professor	Assistant Professor	Instructor
<u>Arts & Sciences</u>					
Arts	X		X	X	X
Sciences/Math. Sciences	X	X	X		N/A
Total: Arts & Sciences	X		X	X	X
<u>Professional Studies</u>					
School of Administration & Public Affairs	X		X		N/A
School of Education				X	
School of Health Sciences		X			
School of Music					X
Total: Professional Studies					
<u>Service</u>					
TOTAL: West Chester State College					

West Chester State College Data Source: Summarized from Appendix Table 2B which is based on WCSC Spring, 1980, Faculty Complement List

National Norms Data Source : Carolyn R. Smith. Faculty Salaries, Tenure, and Benefits: 1979-80. Washington, DC: National Center for Education Statistics, 1980. Page 17, Table 2.1, Aggregate United States, 1979-80.

TABLE 2F
SUMMARY OF RANKS WITHIN DIVISIONS IN WHICH THE PERCENT OF
SPRING, 1980, WEST CHESTER STATE COLLEGE FEMALE FULL-TIME PROFESSIONAL STAFF
EXCEED 1979-80 NATIONAL NORMS FOR FEMALE FULL-TIME INSTRUCTIONAL STAFF

Division	All Ranks Combined	Professor	Associate Professor	Assistant Professor	Instructor
<u>Arts & Sciences</u>					
Arts		X			
Sciences/Math. Sciences				X	N/A
Total: Arts & Sciences		X			
<u>Professional Studies</u>					
School of Administration & Public Affairs		X		X	N/A
School of Education	X	X	X		X
School of Health Sciences	X		X	X	X
School of Music	X	X	X	X	
Total: Professional Studies	X	X	X	X	X
<u>Service</u>	X	X	X	X	X
TOTAL: West Chester State College	X	X	X	X	X

West Chester State College Data Source: Summarized from Appendix Table 2B which is based on WCSC Spring, 1980, Faculty Complement List

National Norms Data Source : Carolyn R. Smith. Faculty Salaries, Tenure, and Benefits: 1979-80. Washington, DC: National Center for Education Statistics, 1980. Page 17, Table 2.1, Aggregate United States, 1979-80.

3. West Chester State College Full-Time Professional Staff with the Doctorate by Rank and Sex

Whereas 50.32% of the faculty (female and male) have the doctorate, male full-time professional staff have a significantly higher percentage of doctorates, 40.89%, than female full-time professional staff have, 9.43% (Table 3A). The percent of women faculty with doctorates does not exceed male faculty at any rank; however, it is the same as male faculty at two ranks: (a) Associate Professor level in the School of Health Sciences, and (b) Assistant Professor level in the Service Division (Table 3A, Appendix Table 3B). There are no national data about the number of faculty with doctorates by sex.

4. Distribution of West Chester State College Full-Time Professional Staff by Sex Within Divisions

Thirty-three of the thirty-nine divisions have a majority of male faculty, five of the divisions (Library, Nursing, Reading, Social Work, and Vocal and Choral Music) have a majority of women faculty, and one division (Communication/Theatre) has an equal number of female and male faculty. Six divisions (Accounting, Business Administration, Counselor Education, Earth Sciences, Philosophy, and Physics) have no female faculty whereas one division (Nursing) has no male faculty (Appendix Table 4).

5A. West Chester State College Undergraduate and Graduate Majors, Degrees Conferred, Faculty Complement, and Full-Time Equivalent Teaching Faculty (FTE) by Sex

The percent of female undergraduate majors ranges from 42.84% in the Sciences and Mathematical Sciences (Faculty of Arts and Sciences) to 90.35% in the School of Education. The percent of female undergraduate majors for the total College is 58.57%. The percent of female graduate majors ranges from 11.83% in the School of Administration and Public Affairs to 81.02% in the School of Education. The total percent of female graduate majors for the College is 61.52% (Tables 5A, 5B, and 5C). Appendix Tables 6A, 6B, 6C, 6D, 7A, 7B, 7C, and 7D should be examined closely to determine the variance among departments and between the undergraduate and graduate levels of instruction.

The percent of degrees conferred to female undergraduate students ranges from 42.40% in the School of Administration and Public Affairs to 88.89% in the School of Education. The percent of degrees conferred to female undergraduate students at the College is 58.41%. The percent of degrees awarded to female graduate students ranges from 27.59% in Sciences and Mathematical Sciences (Faculty of Arts and Sciences) to 81.82% in the School of Education. The percent of graduate degrees conferred to females for the College is 67.78% (Tables 5A, 5B, and 5C). Appendix Tables 6A, 6B, 6C, 6D, 7A, 7B, 7C, and 7D should be examined closely to determine the variance among departments and between the undergraduate and graduate levels of instruction.

Female full-time equivalent teaching faculty ranged from 16.99% in the School of Administration and Public Affairs to 48.87% in the School of Health Sciences at the Undergraduate level. Total female full-time equivalent teaching faculty at the undergraduate level for the College was 27.42% with female full-time equivalent teaching faculty ranging from 1.68% in the Sciences and Mathematical Sciences (Faculty of Arts and Sciences) to 35.94% in the

TABLE 3A
 SPRING, 1980, PERCENT OF WEST CHESTER STATE COLLEGE FULL-TIME PROFESSIONAL STAFF
 WITH AND WITHOUT THE DOCTORATE BY RANK AND SEX

Rank	With	Female Without	Total	With	Male Without	Total	With	Female and Male Without	Total
All Ranks	9.43%	19.17%	28.60%	40.89%	30.51%	71.40%	50.32%	49.68%	100.00%
Professor	15.60%	0.00%	15.60%	81.56%	2.84%	84.40%	97.16%	2.84%	100.00%
Associate Professor	6.67%	17.43%	24.10%	28.21%	47.69%	75.90%	34.87%	65.13%	100.00%
Assistant Professor	8.86%	34.96%	43.82%	20.51%	35.67%	56.18%	29.37%	70.63%	100.00%
Instructor	0.00%	66.09%	66.09%	3.48%	30.43%	33.91%	3.48%	96.52%	100.00%

West Chester State College Data Source: Spring, 1980, Faculty Data Base

TABLE 5A

WEST CHESTER STATE COLLEGE UNDERGRADUATE AND GRADUATE MAJORS: SUMMARY AND DEGREES CONFERRED
AND FULL-TIME EQUIVALENT TEACHING FACULTY (FTE)

	<u>West Chester State College</u>			<u>National</u>		
	Female	Male	Total	Female	Male	Total
<u>Undergraduate</u>						
Majors	59.57%	40.43%	100.00%	51.68%	48.32%	100.00%
Degrees Conferred	58.41%	41.59%	100.00%	51.58%	48.32%	100.00%
FTE	27.42%	72.58%	100.00%	NOT AVAILABLE		
<u>Graduate</u>						
Majors	61.52%	38.48%	100.00%	56.20%	43.80%	100.00%
Degrees Conferred	67.78%	32.22%	100.00%	56.45%	43.55%	100.00%
FTE	17.75%	82.25%	100.00%	NOT AVAILABLE		
<u>Faculty Complement</u>	26.91%	73.09%	100.00%	NOT AVAILABLE		

West Chester State College Data Sources: Majors - Students active on November 11, 1980, as reported in the Student Data Base
Degrees Conferred - Between July 1, 1979, and June 30, 1980, as reported in the HEGIS Report, NCES Form 2300-1.1A, "Degrees and Other Formal Awards Conferred, July 1, 1979, to June 30, 1980," September, 1980
FTE - Spring, 1980, Faculty Workload Report
Faculty Complement - Spring, 1980, Faculty Complement List

National Data Sources : Majors - Pepin, Andrew. Fall Enrollment in Institutions of Higher Education, 1980. Washington, DC: National Center for Education Statistics, 1981. Table 2.
Degrees Conferred - Pepin, Andrew. Earned Degrees Conferred in Institutions of Higher Education, 1979-80. Washington, DC: National Center for Education Statistics, 1980. Table 2.

TABLE 5B
UNDERGRADUATE MAJORS: SUMMARY AND DEGREES CONFERRED, FULL-TIME EQUIVALENT TEACHING FACULTY (FTE),
AND FACULTY COMPLEMENT BY FACULTY, SCHOOL, AND SEX

Division	Undergraduate Majors			Undergraduate Degrees Conferred			FTE			Faculty Complement		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Arts & Sciences												
Arts	64.41%	35.59%	100.00%	54.40%	45.52%	100.00%	21.96%	78.04%	100.00%	20.74%	79.26%	100.00%
Sciences/Math. Sciences	42.84%	57.16%	100.00%	45.45%	54.55%	100.00%	20.57%	79.43%	100.00%	14.75%	85.25%	100.00%
Total: Arts & Sciences	55.86%	44.14%	100.00%	52.07%	47.93%	100.00%	21.55%	78.45%	100.00%	18.88%	81.12%	100.00%
Professional Studies												
School of Administration & Public Affairs	43.70%	56.30%	100.00%	42.40%	57.60%	100.00%	16.99%	83.01%	100.00%	19.87%	80.13%	100.00%
School of Education	90.35%	9.65%	100.00%	88.89%	11.11%	100.00%	29.39%	70.61%	100.00%	30.00%	70.00%	100.00%
School of Health Sciences	69.06%	30.94%	100.00%	62.64%	37.36%	100.00%	48.87%	51.13%	100.00%	45.68%	54.32%	100.00%
School of Music	54.66%	45.34%	100.00%	55.97%	44.03%	100.00%	29.28%	70.72%	100.00%	29.33%	70.67%	100.00%
Total: Professional Studies	61.62%	38.38%	100.00%	60.66%	39.34%	100.00%	32.82%	67.18%	100.00%	33.62%	66.38%	100.00%
TOTAL: West Chester State College	59.57%	40.43%	100.00%	58.41%	41.59%	100.00%	27.42%	72.58%	100.00%	26.91%	73.09%	100.00%
AGGREGATE: National Norm	51.68%	48.32%	100.00%	51.68%	48.32%	100.00%	NOT AVAILABLE			NOT AVAILABLE		

West Chester State College Data Sources: Majors - Students active on November 11, 1980, as reported in the Student Data Base
Degrees Conferred - Between July 1, 1979, and June 30, 1980, as reported in the HEGIS Report, NCES Form
2300-1.1A, "Degrees and Other Formal Awards Conferred, July 1, 1979, to June 30, 1980," September, 1980.
FTE - Spring, 1980, Faculty Workload Report
Faculty Complement - Spring, 1980, Faculty Complement List

National Data Sources: : Majors - Pepin, Andrew. Fall Enrollment in Institutions of Higher Education, 1980. Washington, DC:
National Center for Education Statistics, 1981.
Degrees Conferred - Pepin, Andrew. Earned Degrees Conferred in Institutions of Higher Education, 1979-80.
Washington, DC: National Center for Education Statistics, 1980. Table 2.

TABLE 5C
GRADUATE MAJORS: SUMMARY AND DEGREES CONFERRED, FULL-TIME EQUIVALENT TEACHING FACULTY (FTE),
AND FACULTY COMPLEMENT BY FACULTY, SCHOOL, AND SEX

Division	Graduate Majors			Graduate Degrees Conferred			FTE			Faculty Complement		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
<u>Arts & Sciences</u>												
Arts	63.85%	36.15%	100.00%	63.93%	36.07%	100.00%	12.08%	87.92%	100.00%	20.74%	79.26%	100.00%
Sciences/Math. Sciences	41.56%	58.44%	100.00%	27.59%	72.41%	100.00%	1.58%	98.32%	100.00%	14.75%	85.25%	100.00%
Total: Arts & Sciences	55.56%	44.44%	100.00%	52.22%	47.78%	100.00%	6.94%	93.06%	100.00%	18.88%	81.12%	100.00%
<u>Professional Studies</u>												
School of Administration & Public Affairs	11.43%	88.57%	100.00%	47.37%	52.63%	100.00%	8.44%	91.56%	100.00%	19.87%	80.13%	100.00%
School of Education	81.02%	18.98%	100.00%	81.82%	18.18%	100.00%	21.02%	78.98%	100.00%	30.00%	70.00%	100.00%
School of Health Sciences	70.37%	29.63%	100.00%	81.13%	18.87%	100.00%	27.53%	72.47%	100.00%	45.68%	54.32%	100.00%
School of Music	50.00%	50.00%	100.00%	60.00%	40.00%	100.00%	35.94%	64.06%	100.00%	29.33%	70.67%	100.00%
Total: Professional Studies	66.25%	33.75%	100.00%	75.56%	24.44%	100.00%	23.24%	76.76%	100.00%	33.62%	66.38%	100.00%
TOTAL: West Chester State College	61.52%	38.48%	100.00%	67.78%	32.22%	100.00%	17.75%	82.25%	100.00%	26.91%	73.09%	100.00%
AGGREGATE: National Norm	56.20%	43.80%	100.00%	56.45%	43.55%	100.00%	NOT AVAILABLE			NOT AVAILABLE		

West Chester State College Data Sources: Majors - Students active on November 11, 1980, as reported in the Student Data Base
 Degrees Conferred - Between July 1, 1979, and June 30, 1980, as reported in the HEGIS Report, NCEES Form 2300-1.1A, "Degrees and Other Formal Awards Conferred, July 1, 1979, to June 30, 1980," September, 1980.
 FTE - Spring, 1980, Faculty Workload Report
 Faculty Complement - Spring, 1980, Faculty Complement List

National Data Sources: Majors - Pepin, Andrew. Fall Enrollment in Institutions of Higher Education, 1980. Washington, DC: National Center for Education Statistics, 1981.
 Degrees Conferred - Pepin, Andrew. Earned Degrees Conferred in Institutions of Higher Education, 1979-80. Washington, DC: National Center for Education Statistics, 1980. Table 2.

School of Music at the graduate level. Total female full-time equivalent teaching faculty at the graduate level was 17.75% (Tables 5A, 5B, and 5C). Appendix Tables 6A, 6B, 6C, 6D, 7A, 7B, 7C, and 7D should be examined closely to determine the variance among departments and between the undergraduate and graduate levels of instruction.

The female faculty complement ranged from 14.75% in the Sciences and Mathematical Sciences (Faculty of Arts and Sciences) to 45.68% in the School of Health Sciences. The total female faculty complement for the College was 26.91% (Tables 5A, 5B, and 5C). Individual departments ranged from 0.00% female faculty complement to 100.00% (Appendix Tables 6A, 6B, 6C, 6D, 7A, 7B, 7C, and 7D should be examined closely to determine the differences among departments and between the undergraduate and graduate levels of instruction.

5B. West Chester State College Undergraduate and Graduate Majors and Degrees Conferred Compared to National Norms by Sex

For students nationally, the percent of male undergraduate majors is 48.32% (51.68% female) and of male graduate majors is 43.80% (56.20% female). The percent of West Chester State College female undergraduate and graduate majors exceed the respective national averages (Table 5A). The percent of West Chester State College female undergraduate and graduate degrees conferred exceed national averages; however, West Chester State College male students received less degrees than the respective national norms (Table 5A). Tables 5B, 5C, and Appendix Tables 6A, 6B, 6C, 6D, 7A, 7B, 7C, and 7D should be examined carefully to determine the variance among the Faculties and within the Schools.

VI. DISCUSSION

Data presented in this report about the percent of West Chester State College full-time professional staff by sex and rank are typical of similar institutions nationally. That is, women faculty are concentrated in the lower ranks and male faculty are concentrated in the upper ranks. The percent of total West Chester State College faculty who are female exceed the female national norms for each rank. Although consistent with national data, West Chester State College women faculty are disproportionately overrepresented at the lower professorial ranks and disproportionately underrepresented in the higher professorial ranks.

West Chester State College female faculty are not distributed uniformly within College divisions. They are found in greater numbers in the Faculty of Professional Studies, specifically the School of Health Sciences, and in the Service Category; however, the majority are at the lower ranks. Their numerical domination in these two divisions would not be as great if Nursing, a department in the School of Health Sciences consisting of twelve female faculty, and Library, a subdivision in the Service Category and whose complement of thirteen has ten female faculty, were excluded. Women faculty in these two subdivisions alone make up approximately 16% of the women faculty at the College. In addition, female faculty are noticeably absent in all subdivisions of the Faculty of Arts and Sciences and at certain ranks in the Schools of Administration and Public Affairs, Education, Health Sciences, and Music.

A major finding in the study is that only 50.32% of the West Chester State College faculty have doctorates. Possession of the doctorate is necessary for female faculty to gain the professor rank (100.00%). On the other hand, 96.64% of the male full professors have the doctorate. While it can be argued that male faculty have a greater number of doctorates (52.27%) than female faculty (32.92%), it does not explain the disproportionate number of male faculty, for example, without the doctorate at the Associate Professor rank within the divisions and subdivisions. Nor does it explain the disproportionate number of female faculty without the doctorate at the Assistant Professor and Instructor ranks. Studies nationally have found that it is easier for males to earn doctorates than it is for females (Feldman, 1974; Freeman, 1977). The differences at West Chester State College, which are in the favor of male faculty, may be related to the time that the particular male faculty were hired. Since the College has hired mostly male faculty in the past two decades and if they have continued to teach at the College, as many have, then there would be more opportunities for them to advance within the system without the doctorate. This would be especially true during the 1960's and early 1970's when criteria for promotion were less stringent.

The unequal distribution of women faculty at West Chester State College does not always match the available number of women with doctorates in a particular field. Women, for example, historically have had a high number of Ph.D.'s in the fields of education, language and literature, and psychology (Board on Human Resource Data and Analyses, National Research Council, 1978, pp. 17-20). The number of female doctorate recipients continues to be high. In 1979, for example, 42.06% of the doctorate recipients in Education are female, 49.41% of the doctorate recipients in Languages and Literature are female, and 40.80% of the doctorate recipients in Psychology are female (Commission on Human Resources, National Research Council, 1980, p. 25). Yet, the School of Education faculty is 70.00% male; the Foreign Language faculty is 72.22% male; the Literature (English) faculty is 82.93% male; and the Psychology faculty is 76.92% male (Table 4).

The proportion of female faculty within departments in relation to the number of female undergraduate and graduate majors at West Chester State College is worth noting. Women faculty are generally less in number, even in the "feminine" fields, than the number of female undergraduate majors and graduate students in institutions of higher education (Freeman, 1977). This is true at the undergraduate level at West Chester State College with the exception of one department, Nursing. The proportion of female faculty within each department is less than the proportion of female graduate majors at the College in all but four departments: Criminal Justice, Government and Planning, Music History and Literature, and Music Theory and Composition.

The findings of this report clearly demonstrate a very limited number of female faculty role models for female undergraduate and graduate majors. Furthermore, the disproportionate number of male faculty in the higher ranks and of female faculty in the lower ranks reflects and reinforces the low status of women not only within the academic community but also in society in general.

Since the majority of the faculty is male and generally controls the delivery of services and programs to a student body that is predominantly female, the College's services and programs should be examined to determine the extent to which they are supportive of women students. A recent College study has found that women students are more negative than the national norm group in their evaluation of College programs and services ("ACT Survey of Student Attitudes," 1980). Questions should be asked about the nature, quality, and extent to which each of the College's services and programs are meeting the needs of its women students. For example, what specific services and programs do the Career Development Center, Advisement Center, and Counseling Center offer women students in making educational and vocational choices? What percentage of women students use these services? Are there any outreach programs to reach women students? What percent of women students are choosing majors on the basis of sex stereotypes? What effect does predominantly male staffing of these services and programs have on the use of these services and programs by women students?

Finding a higher percentage of graduate male full-time equivalent teaching faculty than graduate female full-time equivalent teaching faculty in relationship to their respective percentage of faculty complement is important. Similar findings have been found at the national level (Freeman, 1977). This suggests that male faculty have more time for research than female faculty. Additionally, because male faculty teach graduate-level courses with greater frequency than introductory courses, they have more opportunity to obtain research assistance from graduate students. Thus, male faculty teaching graduate-level courses may have an advantage when applying for promotion now that research is a necessary criterion for receiving reclassification of rank.

Women faculty's equity is important to West Chester State College because historically the majority of students and degrees conferred have been to women. Research in the past fifteen years has shown the importance of same-sex role models for women students, junior women faculty, and women administrators. The influence of women faculty on women students can be positive if they are visible as competent individuals who are actively involved in the various facets of the academic community. On the other hand, women faculty can influence women students in a negative way if their numbers are limited and they are excluded from leadership positions. Thus, knowledge of the present status of women faculty at West Chester State College is necessary because of their influence, both positive or negative, on women students.

VII. RECOMMENDATIONS

The finding that the percent of total faculty at West Chester State College exceed the female national norms for each rank should not make the academic community complacent about the status of female faculty at the College. Their numbers make them a distinct minority in a public institution whose student body has historically been predominantly female. This imbalance between the small number of female faculty, disproportionately represented in the lower professorial ranks, and the high number of female students at the undergraduate and graduate levels is indicative of the need to increase the number of female faculty and to improve their status at the College.

1. Factors should be identified that have contributed to the disproportionate distribution of women faculty in the lower professorial ranks. The academic community should then initiate action to ensure that women faculty are fairly represented at all professorial ranks.
2. Hiring patterns and procedures should be examined to corroborate that Affirmative Action Guidelines are being followed. This examination should address hiring practices and procedures when discrepancies exist within local divisions and respective national norms.
3. The high percentage of women faculty who do not have the doctorate should be investigated. Future hirings of women faculty should be of women who have the doctorate or who are far enough along in their studies that they can earn the terminal degree in the five-year probationary period.
4. Search committees for professional staff positions should provide a pool of women applicants for each position. Future hirings, especially in the departments or subdivisions where there are no women faculty or a small number of women faculty, should give preference to women candidates if men and women candidates are equally qualified.
5. The full-time equivalent teaching faculty should be calculated by sex for each faculty to ascertain if the sex differences at the graduate level are a phenomenon unique to the Spring Semester, 1980, or are common practices. If the sex differences are found to exist in succeeding semesters, then an in-depth study should be made to determine why it is happening and steps taken to ensure that women faculty have an opportunity to teach graduate courses in proportion to their numbers on the faculty and in a particular department.
6. The campus environment should be studied to determine if it is supportive of women students.
7. The rapidly changing status of women in American life necessitates a new consciousness among female and male faculty alike because they are working with students at an impressionable time in their lives. Faculty members must realize their impact on students and the significance of women faculty as role models for women students in particular. Each faculty member must understand the barriers that frequently limit the educational and professional development of women. For only when female and male faculty recognize their feelings, fears, and biases about the "equity of women" in academe, can open discussion occur about the specific issues involved. Although the faculty will continue to be predominantly male well into the 21st century, there is no reason why both female and male faculty cannot work together to enhance the educational and professional development of women students.

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APPENDIX

TABLE 10
 SPRING, 1980, PERCENT OF WEST CHESTER STATE COLLEGE FULL-TIME PROFESSIONAL STAFF
 BY DIVISION AND RANK WITHIN SEX

Rank	Arts & Sciences			Professional Studies			Service			Total		
	Female (N=37)	Male (N=159)	Total (N=196)	Female (N=79)	Male (N=156)	Total (N=235)	Female (N=19)	Male (N=22)	Total (N=41)	Female (N=135)	Male (N=337)	Total (N=472)
Professor	8.15%	19.88%	16.52%	7.41%	13.35%	11.65%	0.74%	2.08%	1.69%	16.30%	35.31%	29.87%
Associate Professor	9.63%	18.69%	16.10%	21.48%	21.96%	21.82%	3.70%	3.26%	3.39%	34.81%	43.92%	41.31%
Assistant Professor	8.15%	6.82%	7.20%	20.74%	10.16%	13.19%	5.93%	0.89%	2.33%	34.81%	17.88%	22.72%
Instructor	1.48%	1.78%	1.69%	0.89%	0.82%	3.12%	3.70%	0.30%	1.27%	14.08%	2.89%	6.10%
TOTAL	27.41%	47.18%	41.52%	58.52%	46.29%	49.79%	14.07%	6.53%	8.69%	100.00%	100.00%	100.00%

West Chester State College Data Source: Spring, 1980, Faculty Complement List

TABLE 2B
 SPRING, 1980, WEST CHESTER STATE COLLEGE FULL-TIME PROFESSIONAL STAFF WITHIN DIVISIONS AND 1979-80 NATIONAL NORMS
 FOR FULL-TIME INSTRUCTIONAL FACULTY ON NINE-MONTH CONTRACTS BY SEX WITHIN RANK

Divisions	All Ranks Combined			Professor			Associate Professor			Assistant Professor			Instructor		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Arts & Sciences															
Arts	20.74%	79.26%	100.00%	18.52%	81.48%	100.00%	18.00%	82.00%	100.00%	30.43%	69.57%	100.00%	25.00%	75.00%	100.00%
Sciences/Math Sciences	14.75%	85.25%	100.00%	4.17%	95.83%	100.00%	15.38%	84.62%	100.00%	35.36%	63.64%	100.00%	N/A	N/A	N/A
Total: Arts & Sciences	18.88%	81.12%	100.00%	14.10%	85.90%	100.00%	17.10%	82.90%	100.00%	31.35%	68.65%	100.00%	25.00%	75.00%	100.00%
Professional Studies															
School of Administration & Public Affairs	19.87%	80.13%	100.00%	12.50%	87.50%	100.00%	11.76%	88.24%	100.00%	35.29%	64.71%	100.00%	N/A	N/A	N/A
School of Education	30.00%	70.00%	100.00%	29.41%	70.59%	100.00%	22.22%	77.78%	100.00%	30.77%	69.23%	100.00%	100.00%	0.00%	100.00%
School of Health Sciences	45.68%	54.32%	100.00%	8.33%	91.67%	100.00%	38.24%	61.76%	100.00%	57.14%	42.86%	100.00%	100.00%	0.00%	100.00%
School of Music	29.33%	70.67%	100.00%	16.67%	83.33%	100.00%	32.00%	68.00%	100.00%	41.18%	58.82%	100.00%	42.11%	57.89%	100.00%
Total: Professional Studies	33.62%	66.38%	100.00%	18.18%	81.82%	100.00%	28.16%	71.84%	100.00%	44.98%	55.02%	100.00%	81.36%	18.64%	100.00%
Service															
Service	46.34%	53.66%	100.00%	12.50%	87.50%	100.00%	31.25%	68.75%	100.00%	72.73%	27.27%	100.00%	83.33%	16.67%	100.00%
TOTAL: West Chester State College	28.60%	71.40%	100.00%	15.60%	84.40%	100.00%	24.10%	75.90%	100.00%	43.82%	56.18%	100.00%	66.09%	33.91%	100.00%
AGGREGATE: National Norm	25.24%	74.76%	100.00%	12.01%	87.99%	100.00%	19.60%	80.40%	100.00%	34.59%	65.41%	100.00%	53.45%	46.55%	100.00%

West Chester State College Data Source:
 National Norms Data Source:

Spring, 1980, Faculty Complement List
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TABLE 3B

SPRING, 1980, PERCENT OF WEST CHESTER STATE COLLEGE FULL-TIME PROFESSIONAL STAFF WITHIN DIVISIONS WITH AND WITHOUT THE DOCTORATE BY RANK AND SEX

Division	All Ranks Combined		Professor		Associate Professor		Assistant Professor		Instructor		Female and Male
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Arts & Sciences											
Arts											
With Doctorate	10.37	51.11	18.52	81.48	4.00	38.00	8.69	21.74	00.00	12.50	61.48
Without Doctorate	10.37	28.15	00.00	00.00	14.00	44.00	21.74	47.83	25.00	62.50	38.52
Total	20.74	79.26	18.52	81.48	18.00	82.00	30.43	69.57	25.00	75.00	100.00
Sciences/Mathematical Sciences											
With Doctorate	6.56	59.02	4.17	91.67	3.84	34.62	18.18	45.46	00.00	00.00	65.57
Without Doctorate	8.19	26.23	0.00	4.17	11.54	50.00	18.18	18.18	00.00	00.00	34.43
Total	14.75	85.25	4.17	95.84	15.38	84.62	36.36	63.64	00.00	00.00	100.00
TOTAL: Arts & Sciences											
With Doctorate	9.18	53.57	14.10	84.62	3.95	36.84	11.76	29.41	00.00	12.50	62.76
Without Doctorate	9.70	27.55	00.00	1.28	13.16	46.05	20.59	38.24	25.00	62.50	37.24
Total	18.88	81.12	14.10	85.90	17.11	82.90	31.35	68.65	25.00	75.00	100.00
Professional Studies											
School of Administration & Public Affairs											
With Doctorate	10.60	39.73	12.50	62.50	5.88	41.18	15.69	23.53	00.00	00.00	50.33
Without Doctorate	9.27	40.40	00.00	25.00	5.88	47.06	19.60	51.18	00.00	00.00	49.67
Total	19.87	80.13	12.50	87.50	11.76	88.24	35.29	64.71	00.00	00.00	100.00
School of Education											
With Doctorate	16.67	43.33	29.41	70.59	14.81	33.33	7.69	38.46	00.00	00.00	60.00
Without Doctorate	13.33	26.67	00.00	00.00	7.41	44.44	23.08	30.77	100.00	00.00	40.00
Total	30.00	70.00	29.41	70.59	22.22	77.78	30.77	69.23	100.00	00.00	100.00
School of Health Sciences											
With Doctorate	6.17	18.52	8.33	83.33	8.82	8.82	3.57	7.14	00.00	00.00	24.69
Without Doctorate	39.51	35.80	0.00	8.34	29.42	52.94	53.57	35.72	100.00	00.00	75.31
Total	45.68	54.32	8.33	91.67	38.24	61.76	57.14	42.86	100.00	00.00	100.00
School of Music											
With Doctorate	8.00	33.78	16.67	83.33	4.00	12.00	5.88	11.76	00.00	00.00	41.78
Without Doctorate	21.33	36.89	00.00	00.00	28.00	56.00	35.30	47.06	42.11	57.89	58.22
Total	29.33	70.67	16.67	83.33	32.00	68.00	41.18	58.82	42.11	57.89	100.00
TOTAL: Professional Studies											
With Doctorate	10.00	31.91	18.18	76.35	8.74	21.36	7.23	17.67	00.00	00.00	41.91
Without Doctorate	23.62	34.47	00.00	5.46	19.42	50.48	37.75	37.35	81.36	18.64	58.09
Total	33.62	66.38	18.18	81.82	28.16	71.84	44.98	55.02	81.36	18.64	100.00
Service											
With Doctorate	7.32	31.71	12.50	87.50	6.25	31.25	9.09	9.09	00.00	00.00	39.02
Without Doctorate	39.02	21.95	00.00	00.00	25.00	37.50	63.64	18.18	83.33	16.67	60.98
Total	46.34	53.66	12.50	87.50	31.25	68.75	72.73	27.27	83.33	16.67	100.00
TOTAL: West Chester State College											
With Doctorate	9.43	40.89	15.60	81.56	6.67	28.21	8.86	20.51	00.00	3.48	50.33
Without Doctorate	19.17	30.51	00.00	2.84	17.43	47.69	34.96	35.67	66.67	30.43	49.67
Total	28.60	71.40	15.60	84.40	24.10	75.90	43.82	56.18	66.67	33.91	100.00

West Chester State College Data Source: Spring, 1980, Faculty Data Base.

TABLE 4
SPRING, 1980, DISTRIBUTION OF FULL-TIME PROFESSIONAL STAFF BY RANK AND SEX

Division	Professor				Associate Professor				Assistant Professor				Instructor				Total			
	Female	%	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%	Male	%
Arts & Sciences																				
Anthropology/Sociology	0	00.00	2	100.00	0	00.00	3	100.00	1	33.33	2	66.67					1	12.50	7	87.50
Art	1	100.00	0	00.00	1	14.28	6	85.72	1	25.00	3	75.00					3	21.43	11	78.57
Biology	1	16.67	5	83.33	3	60.00	2	40.00	1	33.33	2	66.67	0	00.00	2	100.00	5	35.71	9	64.29
Chemistry	0	00.00	6	100.00	1	25.00	3	75.00	1	25.00	3	75.00					2	14.28	12	85.72
Communication/Theatre	0	00.00	2	100.00	3	60.00	2	40.00	1	50.00	1	50.00	2	66.67	1	33.33	6	50.00	6	50.00
Earth Sciences	0	00.00	3	100.00	0	00.00	5	100.00	0	00.00	0	00.00					0	00.00	8	100.00
English	4	22.22	14	77.78	2	11.76	15	88.24	1	20.00	4	80.00	0	00.00	1	100.00	7	17.07	34	82.93
Foreign Languages	1	25.00	3	75.00	2	33.33	4	66.67	2	33.33	4	66.67	0	00.00	2	100.00	5	27.78	13	72.22
History	3	20.00	12	80.00	0	00.00	4	100.00	0	00.00	1	100.00	0	00.00	2	100.00	3	15.00	17	85.00
Mathematical Sciences	0	00.00	6	100.00	0	00.00	9	100.00	2	50.00	2	50.00					2	10.53	17	89.47
Philosophy	0	00.00	7	100.00	0	00.00	2	100.00	0	00.00	0	00.00					0	00.00	9	100.00
Physics	0	00.00	3	100.00	0	00.00	3	100.00	0	00.00	0	00.00					0	00.00	6	100.00
Psychology	1	20.00	4	80.00	1	16.67	5	83.33	1	50.00	1	50.00					3	23.08	10	76.92
Professional Studies																				
School of Administration & Public Affairs																				
Accounting	0	00.00	0	00.00	0	00.00	2	100.00	0	00.00	2	100.00					0	00.00	4	100.00
Business Administration	0	00.00	2	100.00	0	00.00	2	100.00	0	00.00	0	00.00					0	00.00	4	100.00
Criminal Justice	0	00.00	1	100.00	1	50.00	1	50.00	0	00.00	1.25	100.00					1	23.53	1.25	76.47
Economics	0	00.00	2	100.00	0	00.00	1	100.00	1	50.00	1	50.00					1	20.00	4	80.00
Government & Planning	0	00.00	2	100.00	0	00.00	8	100.00	1	25.00	3	75.00					1	7.14	13	92.86
Social Work	1	100.00	0	00.00	1	50.00	1	50.00	2.50	71.43	1	28.57					4.50	69.23	2	30.77
School of Education																				
Counselor Education	0	00.00	1	100.00	0	00.00	5	100.00	0	00.00	0	00.00					0	00.00	6	100.00
Early Childhood/Elementary Ed.	1	25.00	3	75.00	5	41.67	7	58.33	1	33.33	2	66.67	2	100.00	0	00.00	9	47.06	12	57.14
Instructional Media	0	00.00	0	00.00	0	00.00	2	100.00	0	00.00	2	100.00	1	100.00	0	00.00	1	20.00	4	80.00
Reading	2	66.67	1	33.33	1	100.00	0	00.00	1	50.00	1	50.00					4	66.67	2	33.33
Secondary Education/Professional Studies	2	25.00	6	75.00	0	00.00	6	100.00	0	00.00	3	100.00					2	11.76	15	88.24
Special Education	0	00.00	1	100.00	0	00.00	1	100.00	2	66.67	1	33.33					2	40.00	3	60.00
School of Health Sciences																				
Communicative Disorders	0	00.00	0	00.00	1	20.00	4	80.00	2	50.00	2	50.00	1	100.00	0	00.00	4	40.00	6	60.00
Health	0	00.00	2	100.00	4	44.44	5	55.56	1	50.00	1	50.00					5	38.46	8	61.54
Nursing	0	00.00	0	00.00	2	100.00	0	00.00	8	100.00	0	00.00	2	100.00	0	00.00	12	100.00	0	00.00
Physical Education	1	10.00	9	90.00	6	33.33	12	66.67	5	35.71	9	64.29	4	100.00	0	00.00	16	34.78	30	65.22
School of Music																				
Instrumental Music	0	00.00	2	100.00	0	00.00	5	100.00	0	00.00	2	100.00	2	72.73	.75	27.27	2	17.02	9.75	82.98
Keyboard Music	0	00.00	4	100.00	1	20.00	4	80.00	1	50.00	1	50.00	0	00.00	1	100.00	2	16.67	10	83.33
Music Education	1	20.00	4	80.00	1	100.00	0	00.00	1	50.00	1	50.00					3	37.50	5	62.50
Music History & Literature	1	20.00	4	80.00	0	00.00	0	00.00	.50	100.00	0	00.00					1.50	27.27	4	72.73
Music Theory & Composition	1	50.00	1	50.00	1	25.00	3	75.00	0	00.00	1	100.00	0	00.00	1	100.00	2	25.00	6	75.00
Vocal & Choral Music	0	00.00	0	00.00	5	50.00	5	50.00	1	100.00	0	00.00					6	54.55	5	45.45
Service																				
Counseling Center	0	00.00	0	00.00	1	25.00	3	75.00	1	33.33	2	66.67					2	28.57	5	71.43
Educational Services	0	00.00	5	100.00	0	00.00	6	100.00	1	100.00	0	00.00	5	83.33	1	16.67	6	33.33	12	66.67
Faculty Administration	1	33.33	2	66.67	0	00.00	0	00.00	0	00.00	0	00.00					1	33.33	2	66.67
Library	0	00.00	0	00.00	4	66.67	2	33.33	6	85.71	1	14.29					10	76.92	3	23.08
TOTAL	22	15.60	119	84.40	47	24.10	140	75.90	47	43.82	60.25	56.18	19	66.09	9.75	33.91	135	28.60	337	71.40

West Chester State College Data Source: Spring, 1980, Faculty Data Base.

TABLE 6A
DISTRIBUTION OF WEST CHESTER STATE COLLEGE UNDERGRADUATES BY MAJORS, DEGREES CONFERRED,
FACULTY COMPLEMENT, AND FULL-TIME EQUIVALENT (FTE) TEACHING FACULTY BY SEX

Faculty	Number of Majors			Degrees Conferred			Faculty Complement			FTE		
	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)
<u>Arts & Sciences</u>	944 (55.86)	746 (44.14)	1,690 (100.00)	214 (52.07)	197 (47.93)	411 (100.00)	37 (18.88)	159 (81.12)	196 (100.00)	37.27 (21.55)	135.65 (78.45)	172.92 (100.00)
<u>Professional Studies</u>	2,579 (61.62)	1,607 (38.38)	4,185 (100.00)	703 (60.66)	456 (39.34)	1,159 (100.00)	79 (33.62)	156 (66.38)	235 (100.00)	61.66 (32.82)	126.20 (67.18)	187.86 (100.00)
Administration & Public Affairs	725 (43.70)	934 (56.30)	1,659 (100.00)	173 (42.40)	235 (57.60)	408 (100.00)	7.50 (19.07)	30.25 (80.13)	37.75 (100.00)	7.00 (16.99)	34.21 (83.01)	41.21 (100.00)
School of Education	749 (90.35)	80 (9.65)	829 (100.00)	232 (88.89)	29 (11.11)	261 (100.00)	18 (30.00)	42 (70.00)	60 (100.00)	11.69 (29.39)	28.09 (70.61)	39.78 (100.00)
School of Health Sciences	846 (69.06)	379 (30.94)	1,225 (100.00)	223 (62.64)	133 (37.36)	356 (100.00)	37 (45.68)	44 (54.32)	81 (100.00)	29.14 (46.97)	30.49 (51.13)	59.63 (100.00)
School of Music	258 (54.66)	214 (45.34)	472 (100.00)	75 (55.97)	59 (44.03)	134 (100.00)	16.50 (29.33)	39.75 (70.67)	56.25 (100.00)	13.83 (29.28)	33.41 (70.72)	47.24 (100.00)
<u>Undeclared</u>	369 (51.54)	347 (48.46)	716 (100.00)									
<u>Student Data Base Errors</u>	153 (81.38)	35 (18.62)	188 (100.00)									
<u>Non-Degree</u>	473 (58.83)	331 (41.17)	804 (100.00)									
TOTAL	4,517 (59.57)	3,066 (40.43)	7,583 (100.00)	917 (58.41)	653 (41.59)	1,570 (100.00)	116 (26.91)	315 (73.09)	431 (100.00)	98.93 (27.42)	261.85 (72.58)	360.78 (100.00)

West Chester State College Data Sources: Majors - Students active on November 11, 1980, as reported in the Student Data Base; Degrees Conferred - Between July 1, 1979, and June 30, 1980, as reported in the HEGIS Report, NCES Form 2300-1.1A, "Degrees and Other Formal Awards Conferred, July 1, 1979, to June 30, 1980," September, 1980; FTE - Spring, 1980, Faculty Workload Report; Faculty Complement - Spring, 1980, Faculty Complement List.

TABLE 6B

DISTRIBUTION OF UNDERGRADUATES BY MAJORS, DEGREES CONFERRED, FACULTY COMPLEMENT,
AND FULL-TIME EQUIVALENT (FTE) TEACHING FACULTY BY SEX
FACULTY OF ARTS AND SCIENCES

Faculty	Number of Majors			Degrees Conferred			Faculty Complement			Female (%)	FTE Male (%)	Total (%)
	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)			
Anthropology & Sociology	59 (78.67)	16 (21.33)	75 (100.00)	9 (60.00)	6 (40.00)	15 (100.00)	1 (12.50)	7 (87.50)	8 (100.00)	1.00 (12.12)	7.25 (87.88)	8.25 (100.00)
Art	97 (75.78)	31 (24.22)	128 (100.00)	19 (73.08)	7 (26.92)	26 (100.00)	3 (21.43)	11 (78.57)	14 (100.00)	2.50 (18.98)	10.67 (81.02)	13.17 (100.00)
Biology	64 (57.66)	47 (42.34)	111 (100.00)	11 (45.83)	13 (54.17)	24 (100.00)	5 (35.71)	9 (64.29)	14 (100.00)	5.59 (45.26)	6.75 (54.74)	12.33 (100.00)
Chemistry	76 (43.43)	99 (56.57)	175 (100.00)	15 (57.69)	11 (42.31)	26 (100.00)	2 (14.28)	12 (85.72)	14 (100.00)	1.74 (13.74)	10.92 (86.26)	12.66 (100.00)
Communication & Theatre	152 (57.36)	113 (42.64)	265 (100.00)	26 (45.61)	31 (54.39)	57 (100.00)	6 (50.00)	6 (50.00)	12 (100.00)	5.75 (47.92)	6.25 (52.08)	12.00 (100.00)
Earth Sciences	18 (34.62)	34 (65.38)	52 (100.00)	1 (14.28)	6 (85.72)	7 (100.00)	0 (00.00)	8 (100.00)	8 (100.00)	0.00 (00.00)	5.62 (100.00)	5.62 (100.00)
English	77 (66.38)	39 (33.62)	116 (100.00)	20 (58.82)	14 (41.18)	34 (100.00)	7 (17.07)	34 (82.93)	41 (100.00)	7.00 (19.65)	28.62 (80.35)	35.62 (100.00)
Foreign Languages	43 (76.78)	13 (23.22)	56 (100.00)	28 (82.35)	6 (17.65)	34 (100.00)	5 (27.78)	13 (72.22)	18 (100.00)	5.08 (29.53)	12.12 (71.47)	17.20 (100.00)
History	38 (36.54)	66 (63.46)	104 (100.00)	15 (30.00)	35 (70.00)	50 (100.00)	3 (15.00)	17 (85.00)	20 (100.00)	1.62 (13.80)	10.12 (86.20)	11.74 (100.00)
Mathematical Sciences	128 (42.67)	172 (57.33)	300 (100.00)	19 (39.58)	29 (60.42)	48 (100.00)	2 (10.53)	17 (89.47)	19 (100.00)	4.00 (20.86)	15.17 (79.14)	19.17 (100.00)
Philosophy	13 (37.14)	22 (62.86)	35 (100.00)	4 (40.00)	6 (60.00)	10 (100.00)	0 (00.00)	9 (100.00)	9 (100.00)	0.00 (00.00)	8.04 (100.00)	8.04 (100.00)
Physics	1 (3.12)	31 (96.88)	32 (100.00)	4 (80.00)	1 (20.00)	5 (100.00)	0 (00.00)	6 (100.00)	6 (100.00)	0.00 (00.00)	5.25 (100.00)	5.25 (100.00)
Psychology	178 (73.86)	63 (26.14)	241 (100.00)	43 (57.33)	32 (42.67)	75 (100.00)	3 (23.08)	10 (76.92)	13 (100.00)	3.00 (24.75)	9.12 (75.25)	12.12 (100.00)
TOTAL	944 (55.86)	746 (44.14)	1,690 (100.00)	214 (52.07)	197 (47.93)	411 (100.00)	37 (18.88)	159 (81.12)	196 (100.00)	37.27 (21.55)	135.90 (78.45)	173.17 (100.00)

West Chester State College Data Sources: Majors - Students active on November 11, 1980, as reported in the Student Data Base; Degrees Conferred - Between July 1, 1979, and June 30, 1980, as reported in the HEGIS Report, NCES Form 2300-1.1A, "Degrees and Other Formal Awards Conferred, July 1, 1979, to June 30, 1980," September, 1980; FTE - Spring, 1980, Faculty Workload Report; Faculty Complement - Spring, 1980, Faculty Complement List.

TABLE 6C

DISTRIBUTION OF UNDERGRADUATES BY MAJORS, DEGREES CONFERRED, FACULTY COMPLEMENT,
AND FULL-TIME EQUIVALENT (FTE) TEACHING FACULTY BY SEX
FACULTY OF PROFESSIONAL STUDIES: SCHOOLS OF ADMINISTRATION AND PUBLIC AFFAIRS AND EDUCATION*

Faculty	Number of Majors			Degrees Conferred			Faculty Complement			FTE		
	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)
<u>School of Administration & Public Affairs</u>												
Accounting	56 (39.16)	87 (60.84)	143 (100.00)	37 (43.02)	49 (56.98)	86 (100.00)	0 (00.00)	4 (100.00)	4 (100.00)	0.00 (00.00)	5.50 (100.00)	5.50 (100.00)
Business Administration	305 (39.30)	471 (60.70)	776 (100.00)	41 (35.65)	74 (64.35)	115 (100.00)	0 (00.00)	4 (100.00)	4 (100.00)	0.00 (00.00)	6.25 (100.00)	6.25 (100.00)
Criminal Justice	132 (41.38)	187 (58.62)	319 (100.00)	43 (38.39)	69 (61.61)	112 (100.00)	1 (23.53)	3.25 (76.47)	4.25 (100.00)	0.75 (13.32)	4.88 (86.68)	5.63 (100.00)
Economics	8 (26.67)	22 (73.33)	30 (100.00)	2 (50.00)	2 (50.00)	4 (100.00)	1 (20.00)	4 (80.00)	5 (100.00)	1.00 (15.38)	5.50 (84.62)	6.50 (100.00)
Government & Planning	96 (38.40)	154 (61.60)	250 (100.00)	11 (24.44)	34 (75.56)	45 (100.00)	1 (7.14)	13 (92.86)	14 (100.00)	1.75 (13.38)	11.33 (86.62)	13.08 (100.00)
Social Work	128 (90.78)	13 (9.22)	141 (100.00)	39 (84.78)	7 (15.22)	46 (100.00)	4.50 (69.23)	2 (30.77)	6.50 (100.00)	3.50 (82.35)	0.75 (17.65)	4.25 (100.00)
TOTAL: School of Administration & Public Affairs	725 (43.70)	934 (56.30)	1,659 (100.00)	173 (42.40)	235 (57.60)	408 (100.00)	7.50 (19.87)	30.25 (80.13)	37.75 (100.00)	7.00 (16.99)	34.21 (83.01)	41.21 (100.00)
<u>School of Education</u>												
Counselor Education	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	0 (00.00)	6 (100.00)	6 (100.00)	0.00 (00.00)	0.00 (00.00)	0.00 (100.00)
Early Childhood & Elementary Education	548 (90.88)	55 (9.12)	603 (100.00)	217 (88.57)	28 (11.43)	245 (100.00)	9 (42.86)	12 (57.14)	21 (100.00)	7.00 (38.53)	11.17 (61.47)	18.17 (100.00)
Instructional Media	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	1 (20.00)	4 (80.00)	5 (100.00)	0.25 (8.33)	2.75 (91.67)	3.00 (100.00)
Reading Education	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	4 (66.67)	2 (33.33)	6 (100.00)	2.00 (80.00)	0.50 (20.00)	2.50 (100.00)
Secondary Education & Professional Studies	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	2 (11.76)	15 (88.24)	17 (100.00)	0.50 (4.28)	11.17 (95.72)	11.67 (100.00)
Special Education	201 (88.94)	25 (11.06)	226 (100.00)	15 (93.75)	1 (6.25)	16 (100.00)	2 (40.00)	3 (60.00)	5 (100.00)	1.94 (43.69)	2.50 (56.31)	4.44 (100.00)
TOTAL: School of Education	749 (90.35)	80 (9.65)	829 (100.00)	232 (88.89)	29 (11.11)	261 (100.00)	18 (30.00)	42 (70.00)	60 (100.00)	11.69 (29.39)	28.09 (70.61)	39.78 (100.00)

West Chester State College Data Sources: Majors - Students active on November 11, 1980, as reported in the Student Data Base; Degrees Conferred - Between July 1, 1979, to June 30, 1980, as reported in the HEGIS Report, NCES Form 2300-1.1A, "Degrees and Other Formal Awards Conferred, July 1, 1979, to June 30, 1980," September, 1980; FTE - Spring, 1980, Faculty Workload Report; Faculty Complement - Spring, 1980, Faculty Complement List.

*The Administration reorganized the School of Education, Fall, 1980, into four departments. Since the Report is covering the 1979-80 academic year, the six departments that were in existence at that time were used.

TABLE 60
DISTRIBUTION OF UNDERGRADUATES BY MAJORS, DEGREES CONFERRED, FACULTY COMPLEMENT,
AND FULL-TIME EQUIVALENT (FTE) TEACHING FACULTY BY SEX
FACULTY OF PROFESSIONAL STUDIES: SCHOOLS OF HEALTH SCIENCES AND MUSIC

Faculty	Number of Majors			Degrees Conferred			Faculty Complement			FTE		
	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)
<u>School of Health Sciences</u>												
Communicative Disorders	134 (70.16)	57 (29.84)	191 (100.00)	23 (62.16)	14 (37.84)	37 (100.00)	4 (40.00)	6 (60.00)	10 (100.00)	2.50 (35.41)	4.56 (64.59)	7.06 (100.00)
Health	134 (70.16)	57 (29.84)	191 (100.00)	23 (62.16)	14 (37.84)	37 (100.00)	5 (38.46)	8 (61.54)	13 (100.00)	3.56 (32.45)	7.41 (67.55)	10.97 (100.00)
Nursing	218 (98.20)	4 (1.80)	222 (100.00)	62 (98.41)	1 (1.59)	63 (100.00)	12 (100.00)	0 (00.00)	12 (100.00)	11.50 (100.00)	0.00 (00.00)	11.50 (100.00)
Physical Education	364 (53.84)	312 (46.16)	676 (100.00)	102 (46.78)	116 (53.22)	218 (100.00)	16 (34.78)	30 (65.22)	46 (100.00)	11.58 (38.47)	18.52 (61.53)	30.10 (100.00)
TOTAL: School of Health Sciences	846 (69.06)	379 (30.94)	1,225 (100.00)	223 (62.64)	133 (37.36)	356 (100.00)	37 (45.68)	44 (54.32)	81 (100.00)	29.14 (48.87)	30.49 (51.13)	59.63 (100.00)
<u>School of Music</u>												
Instrumental Music	4 (44.44)	5 (55.56)	9 (100.00)				2 (17.02)	9.75 (82.98)	11.75 (100.00)	1.97 (17.84)	9.07 (82.16)	11.04 (100.00)
Keyboard Music	15 (83.33)	3 (16.67)	18 (100.00)				2 (16.67)	10 (83.33)	12 (100.00)	1.56 (16.35)	7.98 (83.65)	9.54 (100.00)
Music Education	226 (53.55)	196 (46.45)	422 (100.00)	66 (55.46)	53 (44.54)	119 (100.00)	3 (37.50)	5 (62.50)	8 (100.00)	2.83 (50.72)	2.75 (49.28)	5.58 (100.00)
Music History & Literature	5 (45.45)	6 (54.55)	11 (100.00)	3 (50.00)	3 (50.00)	6 (100.00)	1.50 (27.27)	4 (72.73)	5.50 (100.00)	1.00 (20.32)	3.92 (79.68)	4.92 (100.00)
Music Theory & Composition	1 (33.33)	2 (66.67)	3 (100.00)	6 (66.67)	3 (33.33)	9 (100.00)	2 (25.00)	6 (75.00)	8 (100.00)	1.33 (19.16)	5.61 (80.84)	6.94 (100.00)
Vocal & Choral Music	7 (77.78)	2 (22.22)	9 (100.00)				6 (54.54)	5 (45.46)	11 (100.00)	5.14 (55.75)	4.08 (44.25)	9.22 (100.00)
TOTAL: School of Music	258 (54.66)	214 (45.34)	472 (100.00)	75 (55.97)	59 (44.03)	134 (100.00)	16.50 (29.33)	39.75 (70.67)	56.25 (100.00)	13.83 (29.28)	33.41 (70.72)	47.24 (100.00)

West Chester State College Data Sources: Majors - Students active on November 11, 1980, as reported in the Student Data Base; Degrees Conferred - Between July 1, 1979, and June 30, 1980, as reported in the HEGIS Report, NCES Form 2300-1.1A, "Degrees and Other Formal Awards Conferred, July 1, 1979, to June 30, 1980," September, 1980; FTE - Spring, 1980, Faculty Workload Report; Faculty Complement - Spring, 1980, Faculty Complement List.

TABLE 7A

DISTRIBUTION OF WEST CHESTER STATE COLLEGE GRADUATES BY MAJORS, DEGREES CONFERRED,
FACULTY COMPLEMENT, AND FULL-TIME EQUIVALENT (FTE) TEACHING FACULTY BY SEX

Faculty	Number of Majors			Degrees Conferred			Faculty Complement			Female (%)	FTE Male (%)	Total (%)
	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)			
<u>Arts & Sciences</u>	115 (55.56)	92 (44.44)	207 (100.00)	47 (52.22)	43 (47.78)	90 (100.00)	37 (18.88)	159 (81.12)	196 (100.00)	0.88 (6.94)	11.80 (93.06)	12.68 (100.00)
<u>Professional Studies</u>	371 (66.25)	189 (33.75)	560 (100.00)	136 (75.56)	44 (24.44)	180 (100.00)	79 (33.62)	156 (66.38)	235 (100.00)	5.80 (23.24)	19.16 (79.76)	24.96 (100.00)
Administration & Public Affairs	8 (11.43)	62 (88.57)	70 (100.00)	9 (47.37)	10 (52.63)	19 (100.00)	7.50 (19.87)	30.25 (80.13)	37.75 (100.00)	0.25 (8.44)	2.71 (91.56)	2.96 (100.00)
School of Education	222 (81.02)	52 (18.98)	274 (100.00)	72 (81.82)	16 (18.18)	88 (100.00)	18 (30.00)	42 (70.00)	60 (100.00)	2.75 (21.02)	10.33 (78.98)	13.08 (100.00)
School of Health Sciences	114 (70.37)	48 (29.63)	162 (100.00)	43 (81.13)	10 (18.87)	53 (100.00)	37 (45.68)	44 (54.32)	81 (100.00)	1.33 (27.53)	3.50 (72.47)	4.83 (100.00)
School of Music	27 (50.00)	27 (50.00)	54 (100.00)	12 (60.00)	8 (40.00)	20 (100.00)	16.50 (29.33)	39.75 (70.67)	56.25 (100.00)	1.47 (35.94)	2.62 (64.06)	4.09 (100.00)
<u>Student Data Base Errors</u>	181 (58.96)	126 (41.04)	307 (100.00)									
<u>Non-Degree</u>	83 (57.24)	62 (42.76)	145 (100.00)									
TOTAL	750 (61.52)	469 (38.48)	1,219 (100.00)	183 (67.78)	87 (32.22)	270 (100.00)	116 (26.91)	315 (73.09)	431 (100.00)	6.68 (17.75)	30.96 (82.25)	37.64 (100.00)

West Chester State College Data Sources: Majors - Students active on November 11, 1980, as reported in the Student Data Base; Degrees Conferred - Between July 1, 1979, and June 30, 1980, as reported in the HEGIS Report, NCES Form 2300-1.1A, "Degrees and Other Formal Awards Conferred, July 1, 1979, to June 30, 1980," September, 1980; FTE - Spring, 1980, Faculty Work-load Report; Faculty Complement - Spring, 1980, Faculty Complement List.

TABLE 7B

DISTRIBUTION OF GRADUATES BY MAJORS, DEGREES CONFERRED, FACULTY COMPLEMENT,
AND FULL-TIME EQUIVALENT (FTE) TEACHING FACULTY BY SEX
FACULTY OF ARTS AND SCIENCES

Faculty	Number of Majors			Degrees Conferred			Faculty Complement			FTE		
	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)
Anthropology & Sociology	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	1 (12.50)	7 (87.50)	8 (100.00)	N/A N/A	N/A N/A	N/A N/A
Art	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	3 (21.43)	11 (78.57)	14 (100.00)	0.00 (00.00)	0.08 (100.00)	0.08 (100.00)
Biology	12 (66.67)	6 (33.33)	18 (100.00)	1 (16.67)	5 (83.33)	6 (100.00)	5 (35.71)	9 (64.29)	14 (100.00)	0.00 (00.00)	1.75 (100.00)	1.75 (100.00)
Chemistry	5 (31.25)	11 (68.75)	16 (100.00)	0 (00.00)	3 (100.00)	3 (100.00)	2 (14.28)	12 (85.72)	14 (100.00)	0.09 (11.11)	0.72 (88.89)	0.81 (100.00)
Communication & Theatre	0 (00.00)	0 (00.00)	0 (100.00)	7 (70.00)	3 (30.00)	10 (100.00)	6 (50.00)	6 (50.00)	12 (100.00)	0.00 (00.00)	0.00 (00.00)	0.00 (100.00)
Earth Sciences	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	0 (00.00)	8 (100.00)	8 (100.00)	0.00 (00.00)	1.21 (100.00)	1.21 (100.00)
English	27 (72.97)	10 (27.03)	37 (100.00)	6 (54.54)	5 (45.46)	11 (100.00)	7 (17.07)	34 (82.93)	41 (100.00)	0.17 (11.64)	1.29 (88.36)	1.46 (100.00)
Foreign Languages	5 (100.00)	0 (00.00)	5 (100.00)	4 (100.00)	0 (00.00)	4 (100.00)	5 (27.78)	13 (72.22)	18 (100.00)	0.00 (00.00)	0.71 (100.00)	0.71 (100.00)
History	7 (46.67)	8 (53.33)	15 (100.00)	7 (41.18)	10 (58.82)	17 (100.00)	3 (15.00)	17 (85.00)	20 (100.00)	0.12 (12.00)	0.88 (88.00)	1.00 (100.00)
Mathematical Sciences	9 (40.90)	13 (59.10)	22 (100.00)	5 (62.50)	3 (37.50)	8 (100.00)	2 (10.53)	17 (89.47)	19 (100.00)	0.00 (00.00)	1.08 (100.00)	1.08 (100.00)
Philosophy	2 (100.00)	0 (00.00)	2 (100.00)	0 (00.00)	0 (00.00)	0 (100.00)	0 (00.00)	9 (100.00)	9 (100.00)	0.00 (00.00)	0.46 (100.00)	0.46 (100.00)
Physics	6 (28.57)	15 (71.43)	21 (100.00)	2 (16.67)	10 (83.33)	12 (100.00)	0 (00.00)	6 (100.00)	6 (100.00)	0.00 (00.00)	0.50 (100.00)	0.50 (100.00)
Psychology	42 (59.15)	29 (40.85)	71 (100.00)	15 (78.95)	4 (21.05)	19 (100.00)	3 (23.08)	10 (76.92)	13 (100.00)	0.50 (13.81)	3.12 (86.19)	3.62 (100.00)
TOTAL: Arts & Sciences	115 (55.56)	92 (44.44)	207 (100.00)	47 (52.22)	43 (47.78)	90 (100.00)	37 (18.88)	159 (81.12)	196 (100.00)	0.88 (6.94)	11.80 (93.06)	12.68 (100.00)

West Chester State College Data Sources: Majors - Students active on November 11, 1980, as reported in the Student Data Base; Degrees Conferred - Between July 1, 1979, and June 30, 1980, as reported in the HEGIS Report, NCES Form 2300-1.1A, "Degrees and Other Formal Awards Conferred, July 1, 1979, to June 30, 1980," September, 1980; FTE - Spring, 1980, Faculty Workload Report; Faculty Complement - Spring, 1980, Faculty Complement List.

TABLE 7C
DISTRIBUTION OF GRADUATES BY MAJORS, DEGREES CONFERRED, FACULTY COMPLEMENT,
AND FULL-TIME EQUIVALENT (FTE) TEACHING FACULTY BY SEX
FACULTY OF PROFESSIONAL STUDIES: SCHOOLS OF ADMINISTRATION AND PUBLIC AFFAIRS AND EDUCATION^a

Faculty	Number of Majors			Degrees Conferred			Faculty Complement			Female (%)	FTE	
	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)		Male (%)	Total (%)
<u>School of Administration & Public Affairs</u>												
Accounting	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	0 (00.00)	4 (100.00)	4 (100.00)	N/A N/A	N/A N/A	N/A N/A
Business Administration	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	0 (00.00)	4 (100.00)	4 (100.00)	N/A N/A	N/A N/A	N/A N/A
Criminal Justice	8 (12.70)	55 (87.30)	63 (100.00)	8 (44.44)	10 (55.46)	18 (100.00)	1 (23.53)	3.25 (76.47)	4.25 (100.00)	0.25 (11.11)	2.00 (88.89)	2.25 (100.00)
Economics	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	1 (20.00)	4 (80.00)	5 (100.00)	N/A N/A	N/A N/A	N/A N/A
Government & Planning	0 (00.00)	7 (100.00)	7 (100.00)	1 (100.00)	0 (00.00)	1 (100.00)	1 (7.14)	13 (92.86)	14 (100.00)	0.00 (00.00)	0.71 (100.00)	0.71 (100.00)
Social Work	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	4.50 (69.23)	2 (30.77)	6.50 (100.00)	N/A N/A	N/A N/A	N/A N/A
TOTAL: School of Administration & Public Affairs	8 (71.43)	62 (88.57)	70 (100.00)	9 (47.37)	10 (52.63)	19 (100.00)	7.50 (19.87)	30.25 (80.13)	37.75 (100.00)	0.25 (8.44)	2.71 (91.56)	2.96 (100.00)
<u>School of Education</u>												
Counselor Education	66 (72.53)	25 (27.47)	91 (100.00)	18 (66.67)	9 (33.33)	27 (100.00)	0 (00.00)	6 (100.00)	6 (100.00)	0.00 (00.00)	4.58 (100.00)	4.58 (100.00)
Early Childhood & Elementary Education	53 (85.48)	9 (14.52)	62 (100.00)	14 (82.35)	3 (17.65)	17 (100.00)	9 (42.86)	12 (57.14)	21 (100.00)	0.25 (16.67)	1.25 (83.33)	1.50 (100.00)
Instructional Media	19 (63.16)	7 (36.84)	19 (100.00)	0 (00.00)	0 (00.00)	0 (100.00)	1 (20.00)	4 (80.00)	5 (100.00)	0.00 (00.00)	1.25 (100.00)	1.25 (100.00)
Reading Education	77 (95.06)	4 (4.94)	81 (100.00)	35 (94.59)	2 (5.41)	37 (100.00)	4 (66.67)	2 (33.33)	6 (100.00)	1.50 (50.00)	1.50 (50.00)	3.00 (100.00)
Secondary Education & Pro- fessional Studies	10 (58.82)	7 (41.18)	17 (100.00)	5 (71.43)	2 (28.57)	7 (100.00)	2 (11.76)	15 (88.24)	17 (100.00)	1.00 (40.00)	1.50 (60.00)	2.50 (100.00)
Special Education	4 (100.00)	0 (00.00)	4 (100.00)	0 (00.00)	0 (00.00)	0 (100.00)	2 (40.00)	3 (60.00)	5 (100.00)	0.00 (00.00)	0.25 (100.00)	0.25 (100.00)
TOTAL: School of Education	222 (81.02)	52 (18.98)	274 (100.00)	72 (81.82)	16 (18.18)	88 (100.00)	18 (30.00)	42 (70.00)	60 (100.00)	2.75 (21.02)	10.33 (78.98)	13.08 (100.00)

West Chester State College Data Sources: Majors - Students active on November 11, 1980, as reported in the Student Data Base; Degrees Conferred - Between July 1, 1979, and June 30, 1980, as reported in the HEGIS Report, NCES Form 2300-1.1A, "Degrees and Other Formal Awards Conferred, July 1, 1979, to June 30, 1980," September, 1980; FTE - Spring, 1980, Faculty Workload Report; Faculty Complement - Spring, 1980, Faculty Complement List.

^aThe Administration reorganized the School of Education, Fall, 1980, into four departments. Since the Report is covering the 1979-80 academic year, the six departments that were in existence at that time were used.

TABLE 7D
DISTRIBUTION OF GRADUATES BY MAJORS, DEGREES CONFERRED, FACULTY COMPLEMENT,
AND FULL-TIME EQUIVALENT (FTE) TEACHING FACULTY BY SEX
FACULTY OF PROFESSIONAL STUDIES: SCHOOLS OF HEALTH SCIENCES AND MUSIC

Faculty	Number of Majors			Degrees Conferred			Faculty Complement			FTE		
	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)
School of Health Sciences												
Communicative Disorders	44 (93.62)	3 (6.38)	47 (100.00)	15 (100.00)	0 (00.00)	15 (100.00)	4 (40.00)	6 (60.00)	10 (100.00)	1.00 (50.00)	1.00 (50.00)	2.00 (100.00)
Health	21 (72.41)	8 (27.59)	29 (100.00)	9 (90.00)	1 (10.00)	10 (100.00)	5 (38.46)	8 (61.54)	13 (100.00)	0.00 (00.00)	0.67 (100.00)	0.67 (100.00)
Nursing	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	12 (100.00)	0 (00.00)	12 (100.00)	N/A N/A	N/A N/A	N/A N/A
Physical Education	49 (56.98)	37 (43.02)	86 (100.00)	19 (67.86)	9 (32.14)	28 (100.00)	16 (34.78)	30 (65.22)	46 (100.00)	0.33 (25.28)	1.83 (74.72)	2.16 (100.00)
TOTAL: School of Health Sciences	114 (70.37)	48 (29.63)	162 (100.00)	43 (81.13)	10 (18.87)	53 (100.00)	37 (45.68)	44 (54.32)	81 (100.00)	1.33 (27.53)	3.50 (72.47)	4.83 (100.00)
School of Music												
Instrumental Music	0 (00.00)	0 (00.00)	0 (100.00)	0 (00.00)	0 (00.00)	0 (100.00)	2 (17.02)	9.75 (82.98)	11.75 (100.00)	0.06 (5.82)	0.97 (94.18)	1.03 (100.00)
Keyboard Music	2 (100.00)	0 (00.00)	2 (100.00)	0 (00.00)	0 (00.00)	0 (100.00)	2 (16.67)	10 (83.33)	12 (100.00)	0.30 (61.22)	0.19 (38.78)	0.49 (100.00)
Music Education	24 (53.33)	21 (46.67)	45 (100.00)	11 (57.89)	8 (42.11)	19 (100.00)	3 (37.50)	5 (62.50)	8 (100.00)	0.25 (25.00)	0.75 (75.00)	1.00 (100.00)
Music History & Literature	1 (16.67)	5 (83.33)	6 (100.00)	1 (100.00)	0 (00.00)	1 (100.00)	1.50 (27.27)	4 (72.73)	5.50 (100.00)	0.25 (50.00)	0.25 (50.00)	0.50 (100.00)
Music Theory & Composition	0 (00.00)	1 (100.00)	1 (100.00)	0 (00.00)	0 (00.00)	0 (100.00)	2 (25.00)	6 (75.00)	8 (100.00)	0.00 (00.00)	0.00 (00.00)	0.00 (100.00)
Vocal & Choral Music	0 (00.00)	0 (00.00)	0 (100.00)	0 (00.00)	0 (00.00)	0 (100.00)	6 (54.54)	5 (45.46)	11 (100.00)	0.61 (57.00)	0.46 (43.00)	1.07 (100.00)
TOTAL: School of Music	27 (50.00)	27 (50.00)	54 (100.00)	12 (60.00)	8 (40.00)	20 (100.00)	16.50 (29.33)	39.75 (70.67)	56.25 (100.00)	1.47 (35.94)	2.62 (64.06)	4.09 (100.00)

West Chester State College Data Sources: Majors - Students active on November 11, 1980, as reported in the Student Data Base; Degrees Conferred - Between July 1, 1979, and June 30, 1980, as reported in the HEGIS Report, NCES Form 2300-1.1A, "Degrees and Other Formal Awards Conferred, July 1, 1979, to June 30, 1980," September, 1980; FTE - Spring, 1980, Faculty Workload Report; Faculty Complement - Spring, 1980, Faculty Complement List.